

PRYSMIAN PARENTAL POLICY

- A Concrete Support to Parenthood

APPROVED BY
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1 LEADERSHIP MESSAGE

“In Prysmian, parenthood is recognized as a core value. This policy reflects that principle and provides tangible support to all parents.

We aspire to create an environment where the deeply personal decision to become a parent can be taken freely by everyone, with the assurance that, within Prysmian, parenthood will never represent an obstacle to one's professional growth.”

Massimo Battaini

Prysmian CEO

2. PURPOSE & OBJECTIVE

The purpose of this Policy is to represents a concrete action at a global level to help parents have a healthy start with their new child, promote their wellbeing, and ensure to birth parent / primary caregivers a smooth and successful transition back to work.

As part of the company values, Prysmian is strongly committed to “Belonging” and aims at creating tools and conditions that allow all the employees to better manage their unique life and work.

In accordance with this approach, Prysmian Group also recognizes the high value of parenthood for the personal and professional development of its people.

For the purposes of this Policy:

- **Birth Parent/ Primary Caregiver** is defined as any Prysmian employee who is given the primary and ongoing responsibility for the care of the newborn or newly adopted minor child following the child's arrival.
- **Parent who didn't give birth/ Secondary Caregiver** is defined as any Prysmian employee who becomes, for example, a biological or adoptive parent, and who is not designated as the Primary Caregiver of the newborn or newly adopted minor child.

The Global Parental Policy aims to ensure that employees are not being penalized for the time and attention they must reserve to children in their role of primary caregivers.

3. POLICY OWNER

HR Corporate Function owns this Policy and is responsible for periodically reviewing and updating it to ensure it accurately reflects organizational updates or legal and regulatory changes.

4. APPLICABILITY

This Policy applies to all employees of all legal entities of Prysmian.

5. YOUR RESPONSIBILITY AS EMPLOYEE

This Policy requires you to:

- a) Read, understand, and comply with the requirements included in this Policy;
- b) Comply with Prysmian's Code of Ethics and any other applicable policies or procedures;
- c) Report immediately to the appropriate channels outlined in Section 6 of the [Helpline Policy](#) any alleged violation of this Policy, both if committed by a Prysmian employee or an external stakeholder;
- d) Ask questions or report any concerns related to this Policy;
- e) Complete assigned training related to this Policy when required.

6. POLICY REQUIREMENTS – RULES OF CONDUCT

This Policy relies on four main principles:

- Compliance with local legislation and alignment with the local agreements with employees and work councils.
- Protection against discriminatory and inappropriate behaviors towards new birth parent/ primary caregivers.
- An inclusive working environment.
- Treatment of parents across the Group with fairness and caring.

Prysmian Group Global Parental Policy identifies solutions as global minimum standards to ensure that:

- All employees in the same condition and with the same need benefit from the policy regardless of country market practice.
- Countries integrate the standards into local policies, while having the freedom to offer more generous solutions wherever appropriate and when allowed by local regulations.

Prysmian Group Global Parental Policy is composed of 4 primary sections, which must be included in the local policy documentation:

- **PAID PARENTAL LEAVE FOR BIRTH PARENTS / PRIMARY CAREGIVERS** intended as the minimum first paid leave for the new parent which covers both biological and legally adoptive birth parents / primary caregivers.
- **PAID PARENTAL LEAVE FOR PARENTS WHO DIDN'T GIVE BIRTH / SECONDARY CAREGIVERS** intended as the minimum first paid leave for the new parent which covers both biological and legally adoptive secondary caregivers.
- **FAMILY SUPPORT & BABY BONUS FOR NEW PARENTS.**
- **SUPPORT & BACK-TO-WORK PROGRAM FOR NEW BIRTH PARENTS / PRIMARY CAREGIVERS** intended as a set of actions that can support them to ensure a smooth re-integration process into the workplace.

6.1 PAID PARENTAL LEAVE FOR BIRTH PARENTS / PRIMARY CAREGIVERS

Paid parental leave is the period before and after the arrival of a new child and intended as first period of leave during which full salary and benefits are received by the birth parent/ primary caregiver.

Birth parent/ Primary Caregiver	Payment
16 weeks *	100%

*Countries are allowed to follow their local legislation only if it is more generous than the solution embedded in this Policy. If the local legislation offers less than 16 weeks of full pay leave, Countries must adhere to this Policy complying with local legal requirements.

During paid leave, employees will continue to receive their full salary and benefits (directly or indirectly and depending on the local country legislation). Annual leave will continue to accrue during the period of paid leave. Any payments which the birth parent / primary caregiver would have normally received during this period will still be paid. Birth Mothers/ primary caregivers will continue to be eligible for a salary review during this period if they would normally be eligible.

6.2 PAID PARENTAL LEAVE FOR PARENTS WHO DIDN'T GIVE BIRTH / SECONDARY CAREGIVERS

Parental leave is intended as the minimum first paid leave for the new parent and provides employees with bonding time to care for a new child.

Parent who didn't give birth/ Secondary Caregiver	Payment
2 weeks	100%

Countries are allowed to follow their local legislation only if it is more generous than the solution embedded in this Policy. If the local legislation offers less than 2 weeks of full pay parental leave, Countries must adhere to this Policy.

6.3 FAMILY SUPPORT & BABY BONUS FOR NEW PARENTS

With the objective to support parenthood and guarantee financial support aimed at accompanying new parents in the first year of their children's lives, Prysmian provides each new parent with a Family Support / Baby Bonus.

The Family Support / Baby Bonus amount is defined by considering the local salary levels and is consistent with Prysmian's rewarding strategy.

Family Support / Baby Bonus rules:

- All the employees with a permanent contract or equivalent forms of contracts as defined by local legislations are eligible with the exclusion of the followings: first line of Group CEO, Regional CEO, fixed term, internship, agency, or contractor.
- The Family Support / Baby Bonus will be granted for both biological and adoptive new parents.
- The employee will be entitled to a Family Support / Baby Bonus for each new birth or adoption, in case of twins it will be double. If both parents work at Prysmian, the bonus will only be paid once per new child.
- The Family support / Baby Bonus will be structured in 3 tranches: 1st tranche at the child's birth, 2nd tranche 6 months after the birth date, 3rd tranche 12 months after the birth date.
- The second and the third tranches will be rescinded in case of termination for any reason within 18 months from the arrival of the child, taken as a deduction included in the employee's last paycheck.

6.4 SUPPORT & BACK-TO-WORK PROGRAM FOR NEW MOTHERS / PRIMARY CAREGIVERS

6.4.1 Support & Back-to-work Program

To ensure a successful and smooth integration back into the workplace, every birth parent / primary caregiver must have a one -to -one interview with their Manager and HR upon returning to work, to discuss and agree on how the company can best support her new status.

Phase 1: Before leave – planning how to keep in touch.

How and when managers and employees keep in touch is a key consideration. If allowed by local legislations and local agreements with employees and work councils, some employees will want regular communications and 'keep in touch' days, whilst others will want minimal contact. The key is agreeing an approach and re - visiting these plans in case of need or preferences change. Effective communication during periods of leave (also with the team) has real benefits, such as a feeling of being connected with workplace for employees, which makes for an easier return and integration back into work.

Phase 2: During leave and preparing for return.

As birth parent/ primary caregiver, take time to reflect on your priorities and options in terms of managing your future work/life balance. Think about how you want to return to. Reflect on your career/development plans.

Phase 3: The return and post return.

Based on the need and according to the local legislation and practices, specific tools must be arranged, such as counseling, remote working, flexible working schedules, breastfeeding or nursing room, day care, baby - sitting or day care bonus, nutritional advice, etc.

6.4.2 Support & Back-to-work Program – for Managers

Managers play a crucial role in supporting and facilitating new birth parent 's / primary caregivers' successful and smooth integration back into the workplace.

Managers must evaluate if a replacement is needed and for how long (head count).

During leave and preparing for return

What do I need to do during leave?

- Stick to the 'keep in touch' arrangement you have agreed.
- Proactively approach your employee about each suitable role that becomes available if they are returning to a new role.
- If you move on during this period, ensure an effective handover to the new manager and inform the employee about the change. For continuity, you should advise the new manager of any plans and commitments you have agreed. New managers should make contact and introduce themselves when they take over.

- Plan early - the employee's return to work arrives sooner than you'd expect. Think about induction, training, work objectives, IT access, arranging a return-to-work welcome meeting.
- Plan the practicalities of the return. For example, is a phased approach suitable? Consider the implications of any flexible working arrangements.

The return and post return

What do I need to do?

- Ensure all the welcome back plans are on track. Simple things like personally welcoming your employee and sorting things such as IT, somewhere to sit and an induction schedule, can make them feel welcome and able to settle back into work much quicker.
- Commence performance management activities, such as agreeing on work objectives.
- Ensure your employee's skills and knowledge are up to date for their job (also selecting from the group Academy) and support them in their next steps such as job change if they wish.
- Ensure the support mechanisms your employee needs are in place. A mentor or counseling program is particularly valuable during the transition back to work phase.
- Don't forget returning to work is not just about the first day back, you need to provide support in the months following.
- The key is to keep talking and check in regularly about how things are going.
- Gather feedback from your employee on what went well and what could have been better. It's important to understand where improvements can be made.

6.4.3 Support & Back-to-work Program – rules

- **Birth Parents/ primary caregivers** who choose to leave the company during or up to the first 12 months following the leave must receive an exit interview facilitated by HR and the Diversity, Equity & Inclusion Manager of the region/BU. Executives must be facilitated by Diversity, Equity & Inclusion Director.
- **Desk workers development and growth:**

- When leave is > 6 months the employee is not included in the yearly P+ review.
- As soon as they are back to work, employees have the possibility to be considered for a job change both vertical and horizontal.
Specific attention must be given to:
 - ✓ high performing employees
 - ✓ those included in the Group Succession plan
- **Non-desk workers development and growth:**
 - As soon as they are back to work, employees have the possibility to be considered for a job change both vertical or horizontal, with specific attention to those that are considered as exceptional contributors and have always shown high motivation and learning agility.

The development opportunity described here above must be pursued **if aligned with the expectations and desires of the new birth parent / primary caregiver**. Therefore, this can be discussed during the one-to-one interview they will have with their manager and HR upon returning to work.

7. CONSEQUENCES OF POLICY VIOLATION

As a Prysmian employee, you are agreeing to uphold our commitment to ethical conduct and integrity and to abide by our Code of Ethics. Prysmian employees who violate this commitment or do not comply with this Policy shall be subject to disciplinary procedures, including possible dismissal, and any other legal action required to protect the interest and reputation of Prysmian, in line with the applicable legislation.

8. REPORTING A POLICY VIOLATION

As a Prysmian employee, you are required to report any Policy violation to:

- a) [the Integrity First Helpline](#); or

- b) your Regional Compliance Team or the other designated subjects mentioned in Section 6.1 of the [Helpline Policy](#).

Any form of retaliation, including threats and attempts of retaliation, is strictly prohibited. Prysmian is committed to ensuring that all employees are free to disclose any violation, either real or suspected, of the Prysmian's Code of Ethics or any other Company policy or procedure, to the extent they have reasonable grounds to believe that the matters reported are true. You will not be adversely impacted or retaliated upon in the workplace, either personally or professionally, for raising a valid and legitimate concern.

9. AUDIT, MONITORING AND CONTINUOUS IMPROVEMENT

The Owner of this Policy is responsible to perform periodic reviews and updates of this document, examining revisions to be made based on internal organizational updates, changes to external legislation and best practices.

Using a risk-based approach, on a periodical basis the Group Compliance Function and the Internal Audit Department may perform, respectively, monitoring or audit activities aimed at verifying the correct enforcement of this Policy within the organization.

10. RELATED DOCUMENTS

The following Documents are related to this Policy and must be consulted by all Prysmian employees for further guidance. Part of such documents are available in the Ethics & Integrity Section of our [Company's Intranet](#) and are also publicly available within the correspondent Section of our [Corporate website](#).

- a) Code of Ethics.